

*en*VISION 2016

Fiscal year ending March 31, 2017

KNOW God • **GROW** Together • **GO** to Serve



DANVERS CHURCH
OF THE NAZARENE

LEAD PASTOR



Board Members, Ministry Facilitators, Partners and Friends:

With this, my ninth report as Lead Pastor, I am pleased to say that I have now had the honor of serving in this role longer than *all but one* of the twelve previous pastors who have led the church since 1930! In so many ways, though, we're just getting started.

Why do we exist? What is our purpose? For the record, our mission:

DCN is committed to making disciples through reaching our community with the life-changing message of Christ's love in relevant and innovative ways. Our mandate is to be a community of Christ-followers who **KNOW God, GROW Together** and **GO to Serve**.

WE SEEK to **KNOW God** by learning who He is through worship, teaching and by accepting Christ's invitation to live for Him by the power of the Holy Spirit.

WE SEEK to **GROW Together** in our relationship with God while living as a true biblical community.

WE SEEK to **GO to Serve** our church community, neighbors, the North Shore and beyond to meet real needs as we reflect God's love.

In addition:

- We recognize we are all sinners saved by grace and we welcome all to be transformed by Christ's love.
- We seek to be a community so filled with the love and compassion of Christ that we can't help but share it with others.
- We envision countless people being changed by His love as we fully engage our God-given gifts as the body of DCN.

We are a body of believers who have a mission to *share*—not only the message of Christ's love to the world, but to share with one another to accomplish that mission. Let's assess some of the key areas our church body is (or is not yet) fulfilling our mission:

KNOW God

- **Sharing in souls**

As our church continues to move forward in pursuit of the mission before us, God is clearly pouring out His Spirit upon us. In just the past month, **six people** have declared their desire to *KNOW God* by surrendering their lives to Jesus!

It is critically important that new believers are *immediately* and *consistently* fed and cared for like any newborn so they can grow and mature. Sadly, that doesn't always happen; their faith can die in the early weeks and months following their commitment.

While we plan to add more community groups and ministries as our church body grows, a loving personal touch is always most effective. This is why I'm so excited by a new ministry we are introducing this year that aims to ensure our spiritual "infants" are being actively disciplined and will grow toward spiritual health and maturity. **SHINE** is a team of Christ-

DCN QUICK FACTS

AGE

- More than **three-fifths** of our church is 40 years of age or under.
- **More than half** of this majority is children and teens, helped along by another **four** births this year. Collectively, this age group makes up **one-third** of our church body.

GENDER

- Overall, DCN is **51%** male. A full **two-thirds** of our children and teens are male.
- When comparing only adult current attendees, women lead men at **57%** to **43%**.

followers who are committed to **Shepherd** them in their new faith; **Help** them to overcome the enemy's traps; **Instill** within them Biblical values and a Christ-centered worldview; **Network** them with other believers for support, encouragement and accountability; and **Encourage** them to "fight the good fight" and invest in other new believers themselves. Please be praying for this crucial new ministry and consider joining the team as God leads!

As I've said countless times, when people are looking to get to KNOW God, they ask what time the service is. Yet, for the past four years in a row, we have been turning people away due to limited space, seating and insufficient parking for our one service. It's time this church body rallies together to make sure we never again close our doors to lost and broken people who want to KNOW God too! God has called us to share the incredible love of His Son Jesus with those He loves. He has entrusted them to us, so how could we just stand by and watch as they are shut out? We must open our doors wider than we ever have! *More on that later...*

GROW Together

- **Sharing in community**

We envision a day when we are churning out well-equipped and supported leaders who facilitate healthy, functioning community groups. These groups will be the epicenter of how each one of us experiences and lives out authentic Biblical community and life-giving, Christ-centered relationships. We have a way to go, but we're headed in the right direction, thanks to the leadership of **Pastor Elisha Cho** and our **Community Group Aftercare Team**.

- **Sharing in finances**

When our partners and attendees give financially to DCN, the furnaces run, the electricity stays on, staff salaries are paid, ministry happens, lives are transformed. When our partners don't give, we *cannot* function. There are no corporate sponsors, denominational grants or outside financial support of any kind.

DCN QUICK FACTS

UNDESIGNATED GIVING

- After **seven** straight years of increasing financial momentum, our giving declined for the first time this past year*.
- **56** active families or individuals gave financially**, down from **66** last year. Our adjusted giving per average attendee is **\$1,158**, a **10%** decrease from last year, while the *per capita* giving of our church family is **\$705** per person.
- Just **three out of five** of our partners (**61%**) contributed consistently and significantly*** this year.
- **Top 25** giving families contributed **85%** of our annual total, an average of **\$5,698** each (or **\$4,028** adjusted).
- Electronic payments accounted for **39%** of all receipts.

*Adjusting for anomalies, giving was down 3% to an annual total of \$142,460. Unadjusted annual total is \$174,889. **50 presently active. ***Those giving at least \$500 were included.

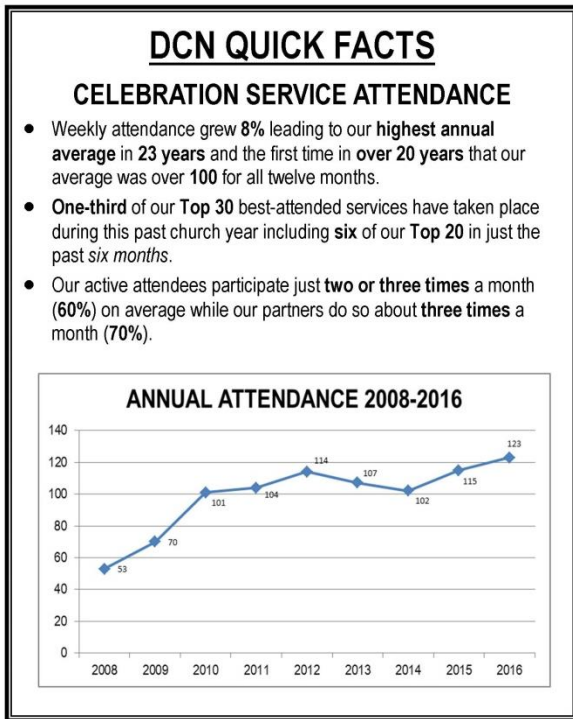
Our giving this past year was about **\$28,000** less than we were hoping for which was mostly offset by deep cuts in spending for ministry and other areas, but still led to a nearly **\$3,000** annual spending deficit. It was the first time we raised less than the previous year, adjusting for anomalies, after enjoying increased giving for seven years in a row. A closer look reveals that just **three out of five** of our church partners (**61%**) contributed financially in a consistent way to our church family this past year. Let's remember that God calls us to give *sacrificially* as well. Many of us can do much better in this area!

While this "wake-up call" could be discouraging, let's remember that God is moving among us! For this reason, I am confident that we can—and will—do much better this year. It's true that if those who missed out on the blessing of giving this year had stepped forward in faith and gave like the majority of us did, we as a church body could have raised **tens of thousands** of additional dollars! Can you imagine how much more deeply we could impact our community when God captures the hearts of the other **39%** of us this upcoming year? How many more thanksgiving baskets we could deliver? EGGstravaganzas and KIDSfests? How many people in need we could bless? If you are struggling with trusting God with your money, remember that *...my God will meet all your needs according to the riches of his glory in Christ Jesus* (Philippians 4:19). That's a promise!

The timing for this renewed commitment to giving is impeccable. With this church year being the “Year of Vision” for DCN, we are moving forward with more ministry as we ramp up our outreach and in-reach efforts. Church partners are voting on next year’s budget which calls for a **10% increase** over what we raised last year to fund this increase in ministry, along with other priorities.

Reaching this new level of generosity will require a concerted effort from all of us. I am asking each one of us to commit to the financial priorities this budget reflects. Will you ask God for clear direction and seek to discern the ways He may be leading you to share more with your church family in the year ahead?

We want to use the resources God has given us to share the love of Jesus with others more effectively through ongoing ministries, outreach events, meeting real needs, and our celebration services.



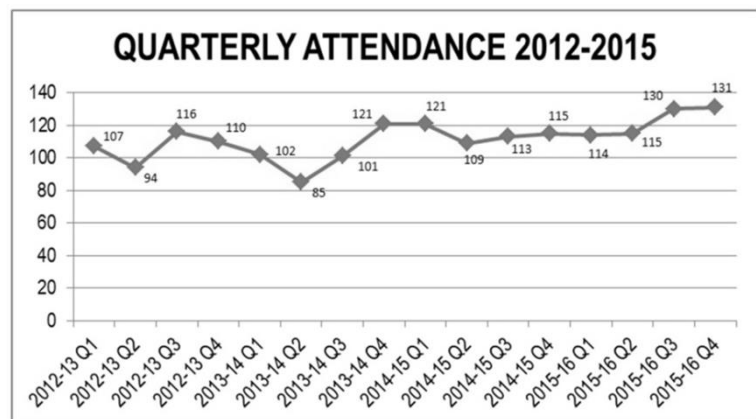
- **Sharing in worship**

One-third of our **Top 30** best-attended celebration services have taken place during this past year which includes **six** of our **Top 20** in just the past *six months*. This has led to an **8% attendance gain** over last year, logging our **highest annual attendance** in **23 years**. What’s particularly interesting is that these numbers are in spite of the fact that our active attendees come to our weekly celebration services an average of just **two or three times a month (60%)**, while our partners do so about **three times a month (70%)**.

As I mentioned earlier, we have been turning people away on Sunday mornings due to our limited space, seating and insufficient parking. This cycle has been repeated four times in the past four years, each time leading to a loss of people. I’ve had enough, and I’m not the only one! We must be prepared to share the life-changing message of Christ’s love with more people than we are now.

It’s important to keep in mind that trends over the past four years show that while attendance settles a bit over the late spring and summer, we can expect a substantial bump of 15-20% for the back-to-school months in the fall. We will have real difficulty trying to support this additional 20-25 people with just one service.

The plan is to offer two identical back-to-back celebration services on Sunday mornings starting this fall. Our seven-person planning team has already started working on the details, including challenges in staffing. While it’s true that more people will be necessary, we will take the necessary time to plan and prepare. In fact, it’s been proven that adding services makes it easier to find volunteers since more services provide more choices. Ministry team members will now have the option of attending one service and serving in another. Presently, we have to choose between attending the celebration service or serving in a ministry.



GO to Serve

• Sharing in ministry

As more people step forward to serve, more ministry teams are being formed, which are enabling this body of believers to reach even more people with the love of Jesus. We have recently started a transitional housing ministry and relaunched a women's ministry, both with a highly committed and capable team of facilitators. We look forward to reorganizing and launching more ministries and events this upcoming year.

As we continue the process of reorganizing and revitalizing our ministries, we are continuing our quest to identify and develop team-building leaders; to strengthen our team-based ministry model; to mobilize our church body to serve in areas where they are both gifted and needed; and to continue our commitment to ongoing ministry assessments.

Clearly, there is much to be done. The rate of our adults and teens who are presently serving in church ministry includes just **56%** of our *partners* who do so in one or more scheduled, ongoing ministry areas, or **63%** when including non-scheduled church ministries. Among *regular attendees*, only **42%** serve in scheduled, ongoing ministry areas, or **46%** when non-scheduled church ministries are included. We can do better!

One way we hope to do better is through our completely revised partnership course material we are relaunching next week. It has evolved from a cursory 90-minute lecture to a comprehensive, interactive eight-session course that aims to equip our new and current partners for the journey we're on as a church family much more effectively.

We need leadership in place to administrate and facilitate ministry so we can overcome the obstacles that have been preventing us from addressing our shortcomings. *We must get better in how we minister in every area of our church body.* This requires proactive facilitators who have the appropriate gifts, abilities and skill sets needed to spearhead an ongoing commitment to training and accountability in *every area of church ministry.* It's likely that becoming more effective will require that we take different approaches than those we're used to. Whatever it takes!

Nearly every ministry within our church is in need of a team of facilitators:

- Children (SonBeam Boulevard; SonShine Street, KIDSquest)
- Kid's central check-in
- IMPACT (teens)
- Men
- Buildings and grounds
- Creative Arts
- Production
- Ushers
- Refreshments
- Counting (weekly giving)

Please let me or Pastor Elisha know if you'd like to learn more about serving in any of the above ministries.

In closing, be encouraged! As each of us commits to sharing together more—especially in finances and in ministry—we get to share together in furthering God's Kingdom through our obedience. I love you all and am honored to be on this exciting journey with each of you!

For God's Glory,



Pastor Dan Milette

DCN QUICK FACTS

MINISTRY & SERVING

Church ministry serving rates among our adults and teens:

- Just **56%** of our *partners* serve in one or more scheduled, ongoing ministry areas (**63%** when including non-scheduled church ministries).
- Among *regular attendees*, **42%** serve in scheduled, ongoing ministry areas, or **46%** when including non-scheduled church ministries.